

TRUMP'S WAR ON CIVIL RIGHTS

How the Trump Administration is taking away rights from students, workers, and families.

January 20: Dismantled the Government's Commitment to Equity

President Trump issued Executive Order (EO) 14151, calling for an end to diversity, equity, inclusion, and accessibility (DEIA) initiatives in federally supported activities.

January 21: Rescinded EO 11246

President Trump rescinded EO 11246, gutting affirmative action for many workers on federal contracts and opening the door to discrimination based on race, religion, sex, and national origin in federal contracting jobs.

February 25: Gutted Office of Federal Contract Compliance Programs (OFCCP)

A memo from the Acting Director of the OFCCP indicated that 90 percent of OFCCP staff would be fired, undermining the enforcement of equal employment opportunity laws for federal contractors and workplace civil rights protections.

April 1: Dismantled the Administration for Community Living (ACL)

Health and Human Services (HHS) Secretary Kennedy fired thousands of public servants and proposed dismantling ACL, jeopardizing critical health services for people with disabilities and the elderly.

May 14: Rolled Back Civil Rights Protections in Health Programs for LGBTQ+ Individuals

HHS Secretary Kennedy rescinded several guidance documents, including guidance that had clarified that the *Affordable Care Act* prohibits discrimination on the basis of sexual orientation and gender identity.

January 20: Undermined Rights of LGBTQ+ Individuals

President Trump issued EO 14168, which ends legal recognition of transgender and nonbinary people under federal law and directly conflicts with the *Bostock v. Clayton County* Supreme Court decision.

January 27: Fired Equal Employment Opportunity Commission Commissioners (EEOC)

President Trump fired EEOC Commissioners Charlotte Burrows and Jocelyn Samuels, leaving the EEOC without a quorum and millions of workers without proper protection from workplace discrimination.

March 20: Directed Closure of the Education Department (ED)

President Trump issued EO 14242 to dismantle ED, which is responsible for enforcing students' civil rights and guaranteeing equal access to education.. The EO follows ED Secretary McMahon's firing of nearly half of ED staff across several offices, including the Office for Civil Rights (OCR).

April 23: Eliminated Disparate-Impact Liability

President Trump issued EO 14281, which ordered federal agencies to eliminate the use of disparate-impact liability when enforcing federal civil rights laws.

October 12: Effectively Closed Office of Special Education and Rehabilitation Services (OSERS)

Office of Management and Budget (OMB) Director Vought attempted to fire hundreds of ED staff, including nearly the entire OSERS staff.

